

Post title:	Approved Mental Health Professional (Hybrid AMHP) – Mental Health
Grade:	L
Responsible to:	Team Manager – Mental Health
Staff managed:	None
Directorate:	Health & Adult Services
Service:	Mental Health
Job family:	C&S - Care & Support
Date of issue:	October 2023

Job context

- NYC works jointly with NHS Mental Health Foundation Trusts to deliver Community Mental Health Services to working age adults. The services we provide are delivered through Community Mental Health Teams and other clinical teams. These include statutory Mental Health Act assessments by Approved Mental Health Professionals, statutory Care Act assessments and care planning, recovery support, carer's assessments and assistance with employment.
- The service operates a 7-day service. Postholders will work across a daytime and an out of hours rota, which includes weekend working and bank holidays.
- There will be an expectation of flexible working to meet the needs of the service.
- The post holder will operate within the day and out of hours services which sits under the management of the locality (day time) Team Managers. However, given the nature of the role and the shift pattern some of the work will align with the duties of the EDT service. As such the EDT Team Leader will provide management input as appropriate.
- EDT provides a service for North Yorkshire Council CYPS and HAS Care and Support, and City of York Council. The principal responsibility of EDT is to respond to out of hours referrals where intervention from the local authority is required to safeguard a vulnerable child or adult, and where it would not be safe, appropriate or lawful to delay that intervention to the next working day.
- The EDT may also deal with referrals, which are not assessed as emergencies but where delay before intervention by day staff could cause deterioration in the welfare or safety of the subject of the referral. The EDT is not intended to provide the same level of service that is available during normal office hours. It does not have the resources to do so, either in terms of staff or access to information and support from partner agencies.
- The EDT service support Children's and Adult's social care to provide services which follow from specific legislation, including but not limited to:
 - The Care Act
 - Children Act 1989
 - The Children Act 2004
 - Working Together to Safeguard Children 2013
 - DH Assessment Framework
 - Carers and Disabled Children Act 2004
 - Mental Health Act 1983
 - Mental Capacity Act 2005
 - Mental Health Act 2007
 - As well as other Government guidance and policy.
- We are committed to providing good quality services to support children, adults, young people and their families.
- Enhanced DBS check required.

- The post holder will operate in an environment of transformational change and innovation.
- This role involves spoken communications so a confident use of English language is required.
- The scientific and clinical evidence demonstrates that vaccines provide significant protection against severe disease, hospitalisation and death from COVID-19. Research also suggests that those who are vaccinated are less likely to develop long COVID. The post-holder will support our North Yorkshire residents who are most at risk of serious illness from COVID-19 and therefore has a professional responsibility to preserve safety and to take all reasonable precautions necessary to avoid any potential health risks to themselves or others. Whilst not a legislative requirement, it is highly desirable for successful candidates to have completed (or be willing to complete) a full course of COVID vaccination.

Job purpose

Operational Management:

- To undertake the responsibilities of the AMHP as determined by the Mental Health Act 1983 (as amended by the Mental Health Act 2007) and associated legislation, codes of practice and guidance and undertaken required continuous professional development to maintain AMHP registration.
- To be the single point of contact for the social care service – children’s, adults, young people and mental health, out of hours. Whilst on duty the post holder will assess and prioritise incoming work ensuring the appropriate response in line with procedure and using their professional judgement. The post holder will manage complex cases while on duty and will develop and share the specialist knowledge of other qualified professionals.
- To ensure that adults with care and support needs and carers are safe from harm. Where harm or abuse is identified ensuring the safety of the person and undertake the relevant safeguarding enquiries.
- Working in partnership with health colleagues, other disciplines, users and carers, as appropriate.
- Following assessments, identifying whether the adult and/or carers fall within the national eligibility criteria, and communicating this to the adult or carer.
- Where the adult or carer falls within eligibility criteria, working creatively and innovatively with the adult with care and support needs and or carers to develop an agreed care and support plan to achieve the identified outcomes ensuring that the Directorate’s policies on charging for services are followed and that represent best value.
- Providing professional support and information, advice and guidance to adults with care and support needs and carers on how their needs could be partly or wholly met by access to universal and other non-care services.
- Explore opportunities to meet desired outcomes through alternative funding streams for example the voluntary sector or Continuing Health Care funding.
- Directly commission packages of support for adults with care and support needs or carers to achieve identified outcomes.
- Supporting the uptake of direct payments to meet the adult’s or carers outcomes, or Commission, or direct to, services to meet the adult’s or carer’s outcomes.
- Assist in proactively working towards the increased uptake of direct payments and other service development initiatives including (but not limited to) reablement, personalisation, individual budgets, self-assessment and self-directed care.
- Ensuring value for money and maximise opportunities to generate income for adults with care and support needs and carers.
- Undertaking re-assessments and reviews of care pathways as required by your line manager.
- To complete recovery focused support plans to enable referrals to other mental health service colleagues
- Participating in the duty system as required by the Team Manager.

	<ul style="list-style-type: none"> • Attend Section 117 meetings as a representative of the Authority, as required. • Act as an Appropriate Adult under PACE legislation, where appropriate. • Authorise fees and other associated fees related to the legislative role. • Support a person's journey through the MHA process including aftercare/guidance referring to relevant services. • Act as a Social Supervisor under Part 3 of the MHA • Assess children, their families and vulnerable adults' needs and make appropriate recommendations for services to achieve agreed outcomes. Evaluate situations and analyse and record in an appropriate manner • Ensure professional decisions are made according to the highest standards, using an evidence base and stand up to scrutiny. Provide appropriate challenge to the decisions of other professionals if required. • Understand your own role, and the importance of providing care or support through transitional periods. • Maintain and update case notes and other records, write reports as required, give evidence in court in relation to care proceedings
Resource management:	<ul style="list-style-type: none"> • Ensure you are familiar with and compliant with policies, procedures and good practice standards. • Ensure service information is available to service users, their families and the general public as appropriate.
Partnerships:	<ul style="list-style-type: none"> • Strive for effective communication and teamwork with other practitioners and professionals. Provide professional advice and guidance as required. • Ensure multi-agency engagement in all assessment and planning processes. • Plan and commission services and support for children, young people and their families, vulnerable adults • Liaise with colleagues in own and other departments and external agencies in order to gather information relevant to assessment and care planning activities. • Represent the team/service at intra and inter agency meetings. • Understand and promote your role in sustaining good relationships across agencies. • Use appropriate systems for obtaining support and reporting concerns.
Communications:	<ul style="list-style-type: none"> • Provide advice and support to other professional staff in relation to complex cases. • Establish rapport and respectful trusting relationships with children, adults, young people and families. • Involve children and young people as appropriate when taking action that affects them. • Encourage children, adults and young people to share information. • Attend planning meetings, case conferences, strategy meetings and other appropriate forums for discussion and decision-making where appropriate. • Work with the line manager to contribute to the development of the local community to enable the empowerment of adults with care and support needs and carers. • Liaising with local, universal and other services to promote access to them by adults with care and support needs and carers.
Systems and information:	<ul style="list-style-type: none"> • Utilise the current business processes to support the Children's and Adult Social Care function in relation to case recording, financial monitoring, IT. • To assist in the collection of client data and make appropriate use of IT systems. • Maintain up to date and accurate database records to meet NYCC requirements • Contribute to the ongoing improvement and development of Adult Social Care processes and systems in conjunction with your line manager. • Use systems and information as appropriate to ensure appropriate information is recorded about cases, contacts and individuals. • Maintain good case records, write reports as required in line with departmental standards. If required, give evidence in court in relation to care or other proceedings.

	<ul style="list-style-type: none"> Adhere to professional and organisational procedures on confidentiality, information governance and data protection maintaining appropriate boundaries with service users and their families.
Safeguarding:	<ul style="list-style-type: none"> Be committed to safeguarding and promote the welfare of children, young people, and adults, raising concerns as appropriate. Intervening in emergency situations to protect children and adults who have care and support needs or carers and to initiate the appropriate statutory and other actions required and following the appropriate training and experience to undertake safeguarding adult's investigations as Lead Investigator where required by the Team Manager. Use relevant systems to protect children and adults effectively. Complete assessments within timescales, develop care plans and provide support for children and their families, and vulnerable adults Provide support and advice to carers and encourage the development and maintenance of appropriate support networks and services within individual homes or in the community Take necessary statutory or other action in relation to the safety of children, vulnerable adults including emergency situations, and liaison with other agencies as necessary in such cases. Investigate allegations of neglect, abuse, or ill-treatment, in accordance with relevant legislative requirements and child protection procedures; undertake assessments of risk and need; where appropriate, arrange accommodation for children and young people. Apply for child assessment orders and emergency protection orders.

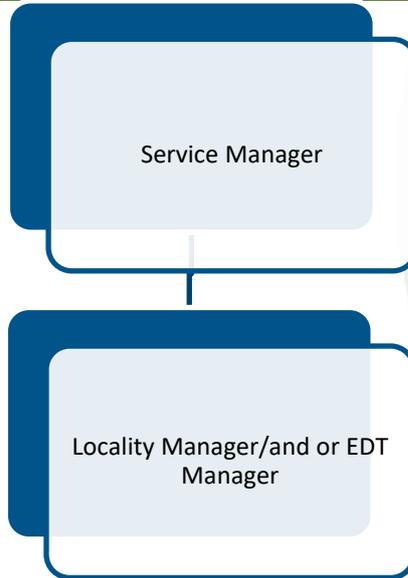
Person specification:	
Essential	Desirable
<p>Knowledge & Experience</p> <ul style="list-style-type: none"> Knowledge and experience of good practice standards in relation to children, adults and families at a local level Excellent working knowledge, understanding and application of the legislation, guidance and regulations for working with children's, adults and families. Knowledge and understanding of social care policy developments and good practice at a local and national level. Experience of direct work with people with Mental Health problems. Experience of undertaking mental health act assessments. Experience of inter-agency collaboration practice. Demonstrable experience of undertaking complex assessment of health or social care needs in a community setting. Critical understanding of the social perspectives of mental disorder Understand the role and value of families and carers as partners in supporting their children and adults to achieve positive outcomes. Substantial post-qualifying experience within a relevant professional field. Substantial case management experience of cases with complex, professional and ethical issues; which may include including adult and/or child protection, court proceedings, case conferences and other formal processes. Substantial experience of multi-disciplinary working; which may include with children in need, looked after children, child protection, safeguarding adults and mental health. 	<ul style="list-style-type: none"> Knowledge of the range of equipment available to support people maintaining their independence. Awareness of current national developments for children, adults and families. Substantial experience as a senior practitioner in a relevant professional field. Experience of applying asset and strength-based approaches into practice Experience of acting as a Social Supervisor under Part 3 of the MHA
Occupational Skills	

<ul style="list-style-type: none"> • Ability to deliver all aspects of children and adults work, including mental health, adult safeguarding and child protection. • Excellent communication and presentation skills. • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. • Ability to use persuasion, influencing and/or negotiation techniques. • Resilience skills. Works productively in a pressurised environment and supports others to do so. Ability to act calmly during difficult circumstances and recovers quickly from setbacks. • Effective time management and planning skills, meets deadlines • Effective written communication skills – communicates effectively in writing to produce documents in a range of formats and styles to suit a range of audiences. Excellent case recording and report writing skills. • Decision making skills – can make decisions within own area of responsibility which may involve considering risks. • Ability to monitor quality and service standards. • Good IT skills including use of email, intranet, internet, word, excel and inputting data. • Flexibility and adaptability. • Problem solving skills – uses creativity and innovation to generate solutions to problems. • Ability to work on own initiative in an autonomous role as well as being part of a team. 	
<p>Behaviours</p> <ul style="list-style-type: none"> • link 	
<p>Professional Qualifications</p> <ul style="list-style-type: none"> • An Approved Mental Health Professional qualification • A professional social work qualification e.g. Social Work, DipSW, CQSW with current registration with Social Work England. 	<ul style="list-style-type: none"> • Practice Educator or a commitment to undertake the Practice Educator post graduate programme • Best Interest Assessor qualified
<p>Other Requirements</p> <ul style="list-style-type: none"> • 	

Career progression:

- At NYC we value our employees, and as part of this we can provide wider opportunities to progress in your career. Through discussion with your manager identify areas of interest and consider avenues to progress to them, e.g. apprenticeships and work shadowing/coaching.
- As a large council we have a range of roles, across our services, and can provide a wealth of career and development opportunities to help our employees find fulfilling career development opportunities.

Structure



NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.